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ABSTRACT

The representation of women and members of racial and ethnic minorities among the United States' public school administrators increased between the years 1982 and 1985, according to a survey conducted by the American Association of School Administrators' Office of Minority Affairs. Following the same procedure used in a 1981-82 survey, the researchers sent letters and survey forms to all chief state school officers in the United States in 1984 requesting information on the percentage of women and minority group members among school superintendents, assistant superintendents, and elementary and secondary school principals. The results indicated that the percentage of superintendents who were women increased from 1.8 to 2.7, women assistant superintendents increased from 9 to 15 percent, and women principals increased from 16 to 21 percent. Minority superintendents increased from 2 to 3 percent, minority assistant superintendents decreased from 11 to 9 percent, and minority principals increased from 12 to 17 percent. The data are presented in tables and graphs, and data from other sources for previous years are provided for comparison. (PGD)

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Women & Minorities in School Administration

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Women and Minorities in School Administration

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Table of Contents

	Page
I. EXECUTIVE SUMMARY	1
II. INTRODUCTION	2
III. THE SURVEY	4
IV. WOMEN AND MINORITIES IN THE SUPERINTENDENCY	4
V. WOMEN AND MINORITIES IN THE ASSISTANT SUPERINTENDENCY	9
VI. WOMEN AND MINORITIES IN THE PRINCIPALSHIP	9
VII. WOMEN AND MINORITIES IN ADMINISTRATIVE AND SUPERVISORY POSITIONS	20
VIII. CONCLUSION	25
IX. APPENDIX	26
X. SELECTED BIBLIOGRAPHY	33

List of Tables

Table No.		Page No.
1	Racial/Ethnic and Sex Distribution of School Superintendents (1984-85)	5
1A	Racial/Ethnic and Sex Distribution of School Superintendents (1981-82)	6
2	Representation of Women in the Superintendency (1899-1985)	7
3	Racial/Ethnic and Sex Distribution of Deputy/Assistant/Associate School Superintendents (1984-85)	10
3A	Racial/Ethnic and Sex Distribution of Deputy/Assistant/Associate School Superintendents (1981-82)	11
4	Representation of Women in Associate/ Deputy and Assistant Superintendency (1970-85)	12
5	Racial/Ethnic and Sex Distribution of School Principals (1984-85)	14
6	Representation of Women in the School Principalship (1968-85)	15
7	Racial/Ethnic and Sex Representation in the Principalship (1974-85)	16
8	Racial/Ethnic and Sex Distribution of Elementary School Principals (1984-85)	18
9	Racial/Ethnic and Sex Distribution of Secondary School Principals (1984-85)	19
10	Racial/Ethnic and Sex Distribution of School Administrators (1984-85)	21
10A	Racial/Ethnic and Sex Distribution of School Administrators (1981-82)	22
11	Representation of Women in Supervisory or Administrative Positions (1910-85)	23

Executive Summary

The Office of Minority Affairs of the American Association of School Administrators has for years followed the progress or lack thereof in the representation of women and racial/ethnic minorities in school administration. Among its recent efforts is a survey of the numbers of women and racial minority school administrators in each state in relation to the total holding such positions, their numbers in the superintendency, the assistant superintendency, and the principalship. The principalship was further categorized into two levels, the elementary school principals and the middle and secondary school principal. The survey also collected sex and racial/ethnic data for school administrators in general, or those holding administrative and supervisory positions in the school district.

To collect data for the study, a letter and survey form were sent to each chief state school officer or state department of education, requesting data on number of personnel for various administrative positions, their sex and race or ethnicity. All the states responded to the letter, although some responded only to say that they did not have the data requested. This report describes the results of the study. It also includes a selected list of references for those who may want to conduct further research on the topic. The results revealed that the representation of women in the school superintendency was 2.7 percent of the more than 14,000 superintendents nationwide in 1984-85, increasing from 1.8 percent in 1981-82. Women also made inroads in the assistant superintendency (15%), showing a growth of almost 70 percent from 1981-82 (9%). In the principalship, with 21 percent of the total reported in 1984-85, there was an increase of almost a third from 16 percent in 1981-82. However, there was a very slight upward change in their representation in combined school administrative and supervisory positions (26% in 1984-85 versus 25% in 1981-82).

Racial/ethnic minorities showed little change if any, in their numbers in relation to the total. Their biggest gain was in the principalship, where their representation was 17 percent in 1984-85, from 12 percent in 1981-82. They represented three percent of school superintendents in 1984-85 (2% in 1981-82), 9 percent of assistant superintendents (11% in 1981-82), and 14 percent of combined administrative and supervisory positions (13% in 1981-82).

Introduction

In recent years, much has been written about the extremely low numbers of women and racial minorities in certain occupations. White males tend to predominate in executive and management level positions in the private and public sectors. In the field of education where female teachers are the majority, this pattern also exists.

Equal opportunity and affirmative action programs, quotas, and awareness campaigns were implemented to provide opportunities for women and racial minorities, to provide equal access to them and to attain a more balanced representation of groups in various occupations and occupational levels. Surveys have been used to monitor changes in representation levels.

In the area of school administration, the underrepresentation of women has been explored in depth in the literature. Institutional discrimination, women's role, societal, personal, and family constraints, among others, were cited as barriers to women.

For racial minorities, climbing the career ladder, or even getting to it is just as difficult, or even more so than for women. Yet, the literature pertaining to the topic is not as extensive. Their history is different too, in that Black school administrators, mainly principals, by default headed all Black schools. After the Brown decision and integration, all Black schools became scarcer, and so did Black school administrators.

The Equal Employment Opportunity Commission (EEOC), in line with its mission to provide more access to women and minorities, conducted the most extensive surveys on the sex and racial make up of school administrative employees. It started its surveys in 1974, and had its most recent survey in 1980. The National Education Association (NEA) also gathered similar data in the early seventies.

Meanwhile, the Office of Minority Affairs of the American Association of School Administrators was created in the mid-seventies. Among its goals were: to increase the awareness for the need for women and racial minorities in school administration, to promote their appointment to high level administrative positions such as the school superintendency, and to provide them support while they are in such positions. The Office of Minority Affairs developed programs and services in support of these goals. A few examples are its collegial support service, its professional development seminars for women and minorities, and its training programs.

To monitor the progress of women and racial minorities, the Office of Minority Affairs has closely watched the data collected by the EEOC and the National Education Association (NEA). With grants from the Ford Foundation, it also conducted its own surveys of the school administration population. Between 1974 and 1980, it tracked down women and minority superintendents, recorded new appointments, and recorded their numbers. The appointments increased slowly but steadily for years. The appointments became more difficult to follow even when the percentages were still small because of the large number of school districts in the nation. In 1982, the Office of Minority Affairs, with the Ford Foundation's support of Project AWARE (Assisting Women to Advance through Resources and Encouragement) launched a nationwide survey of women and minorities in school administrative positions, namely superintendents, deputy/associate/assistant superintendents, principals, and school administrators in general. The Office of Minority Affairs published the survey results in 1982, along with an analysis of trends in women and minority representation as gathered from a variety of studies conducted in the past. The report presented as well the problems with the surveys that have been conducted and the difficulties one may expect to encounter in gathering data.

This report describes the results of a survey conducted by the Office of Minority Affairs in 1984-85 to update data it gathered in 1981-82. The representation of women and racial minorities is compared to that of previous years. It also discusses any changes made by the states in monitoring women and minority representation, in addition to assessment of data availability.

Finally, the authors have included a bibliography on women and minorities in school administration. The contents of this report thus include material which, in one publication, addresses most of the information needs of researchers, school administration students, women school administrators, racial minority school administrators, affirmative action personnel, hiring committees and others interested in hiring women and minority school administrators, or just interested in the subject.

The Survey

The Office of Minority Affairs conducted a survey of women and racial minorities in school administration during the 1984-85 school year to update data it obtained in 1981-82. The same methodology was used to obtain estimates of women and minority representation. Specifically, a letter and survey form were mailed to each chief state school officer, commonly known as the state superintendent of schools. The letter requested the state superintendent or his/her designee to provide the Office of Minority Affairs with the numbers of women and racial minorities, as well as total employees for each of the following positions: superintendent, deputy/associate/assistant superintendent, elementary school principal and middle and secondary school principal. The total number of school administrative and supervisory personnel, with the corresponding numbers of women and racial minorities in these positions were also requested.

All the states responded to the survey, although not all of them provided the data requested. In many cases the data were not being gathered. In several states, data submitted were from previous years. These were not included in the tabulations. There were more states that provided numbers of women than states that provided numbers of racial minorities. In some instances, states with sex data did not have racial data, and vice versa. There were also states which reported data for one or more administrative positions, like the superintendency, but had nothing to report for other positions.

The Appendix contains a listing of the states that provided sex and racial data for each administrative position.

Women and Minorities in the Superintendency

Forty-one states and the District of Columbia reported the number of superintendents in their jurisdictions in relation to the total. The number of women superintendents reported totaled 295, or 2.67 percent of the 11,055 superintendents included in the survey. AASA's Office of Minority Affairs has in fact determined that, in 1984-85 there are more than 350 women superintendents among the estimated 14,500 who head public school districts in the nation. Some of these women superintendents are in states that did not track nor provide data, thus they were not included in the count. However, the study results are based on a large enough sample that the 2.67 percentage of women superintendents may be regarded as a reliable estimate (See Table 1). This percentage is a 50 percent increase in the representation of women in the AASA survey of 1981-82 (See Table 1A).

As expected, the states reported a low percentage of minority superintendents. In Washington, D.C. and the 33 states that reported data, there were a total of 252 racial minority superintendents; that is, American Indian, Asian/Pacific Islander, Black, and Hispanic. This number represents three percent of the total number of superintendents in the jurisdictions that reported data. It also shows a very slight percentage increase from the data obtained in 1981-82 presented in Table 1A.

As in 1981-82, Hispanics had the largest representation among the racial ethnic minorities surveyed, followed by Blacks, American Indians, and Asian/Pacific Islanders. However, in relation to their proportion in the U.S. population, Hispanics and Blacks are very much underrepresented.

Table 1

Racial/Ethnic and Sex
Distribution of School Superintendents
1984-85

Ethnicity	Male		Female		Total	
	No.	%	No.	%	No.	%
American Indian	36	.4	3	.1	39	.5
Asian/Pacific Islander	4	.1	3	.1	7	.1
Black	75	.98	14	.2	89	1.00
Hispanic	113	1.31	4	.1	117	1.36
White	8072	94.56	221	2.69	8293	97.15

Total school superintendents in sample with both ethnicity & sex data: 8545 from 33 states and Washington, D.C.

Total male superintendents in sample: 10760 (97.33%)

Total female superintendents in sample: 295 (2.67%)

Total Sample: 11055

Number of states that furnished sex data: 41 states and Washington, D.C.

Note: Percentages in columns are based on total number of school superintendents in sample with both ethnicity and sex data.

Table 1A

Racial/Ethnic and Sex
Distribution of School Superintendents
1981-82

Ethnicity	Male		Female		Total	
	No.	%	No.	%	No.	%
American Indian	24	0.3	0	0	24	0.3
Asian/Pacific Islander	9	0.1	0	0	9	0.1
Black	51	0.6	4	0.05	55	0.7
Hispanic	84	1.1	3	0.05	87	1.1
White	7510	96.5	97	1.2	7607	97.7

Total school superintendents in sample with both ethnicity & sex data: 7782, from 28 states and Washington, D.C.

Total male superintendents in sample: 13,474 (98.2%)

Total female superintendents in sample: 241 (1.8%)

Total Sample: 13,715

Number of states that furnished sex data: 50 states and Washington, D.C.

Note: Percentages in columns are based on total number of school superintendents in sample with both ethnicity and sex data.

Table 2

Representation of Women in the Superintendency
1899-1985

Survey Date	Source	Percentage	Sample Size
1984-85	AASA	2.67	11,055 (41 states & D.C.)
1982	AASA AWARE (1982)	1.8	13,715 (50 states & D.C.)
1980	AASA AWARE (1980)	1.0	16,060*
1978-79	AASA (1979)	0.9	3,000 (approximate)
1977-78	AASA (1978)	0.7	2,000 (approximate)
1976-77	AASA (1977)	0.04	2,000 (approximate)
1974-75	AASA (1975)	0.5	6,000 (approximate)
1974	Howard (1975)	0.5	
1973-74	NEA (1978)	0.5	
1972-73	NEA (1973)	0.1	13,037
1970-71	NEA (1971)	0.6	
1901-1929	Dale (1973), (Gribskov (1980),		
1899	Tyack (1974)	No national survey results were available, but several were named, e.g. Richman, Echols, Young and Dorsey.	

*This was the total superintendent count as recorded by AASA.

WOMEN IN THE SUPERINTENDENCY

1971–1985

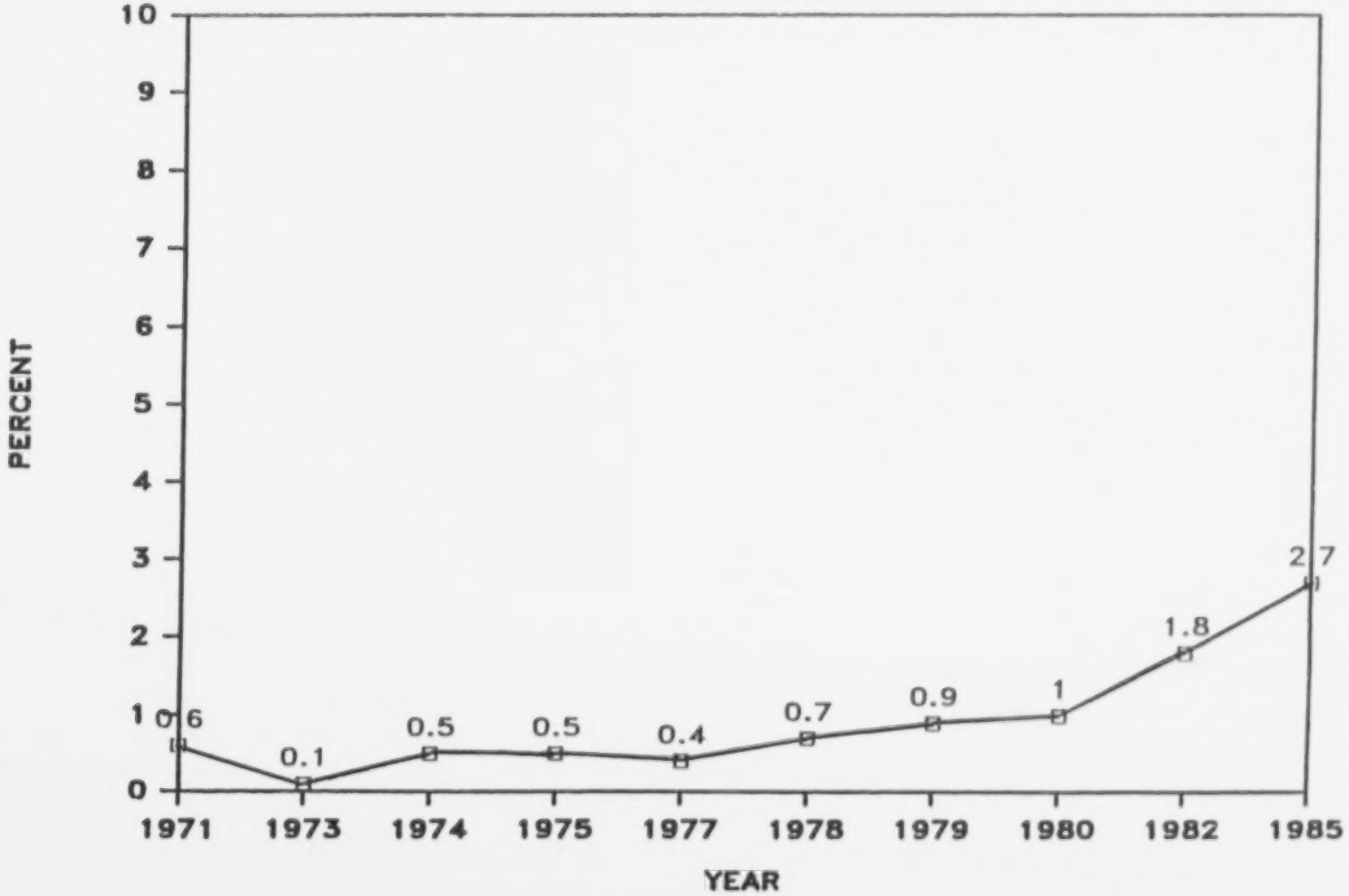

FIGURE 1

Women and Minorities In the Assistant Superintendency

Next to the superintendency, the Office of Minority Affairs surveyed women and minority representation in the assistant superintendency. All assistant superintendents, deputy superintendents, associate and area superintendents who reported to a school district superintendent were included in this category.

The results revealed that women comprised 15.5 percent of the total number of assistant superintendents reported. Their representation increased by more than 50 percent from 1981-82, when it was 9 percent (Tables 3 and 3A). A historical summary of women's representation in this position is presented in Table 4.

Among racial/ethnic minorities, the overall representation decreased slightly from 11 percent in 1981-82, to about 9 percent in 1984-85. Unlike the superintendency, more Blacks are in this position than Hispanics. There are also more Asian/Pacific Islanders than American Indians. The figures for minorities were based on data reported by only 21 states, thus the percentages may not be as accurately representative of the national total.

Women and Minorities In the Principalship

Twenty-nine states reported sex data on their public school principals, including elementary, middle school, and secondary principals. Of the 28,568 principals reported, 22,466 or approximately 79 percent were male, while 6,102 or 21 percent were female. In comparison to 1981-82, a five percentage point jump is evident. However, only 29 states reported the current data, while 41 states plus Washington, D.C. did so in the earlier survey (Tables 5-6).

Racial/ethnic minorities are more predominant in the principalship than in the superintendency or assistant superintendency. Based on a total of 21,974 principals from 23 states, 2,152 or 9.8 percent were Black, 1,119 or 5.1 percent were Hispanic, 355 or 1.6 percent were Asian/Pacific Islanders, and 42 or 0.2 percent were of American Indian descent (Table 5).

Historical data on the racial/ethnic distribution of principals were compiled since 1974 and reported in Table 7. The data show that minorities made gains over a period of 10 years. Of the total who occupied the position in 1984-85 almost 17 percent were minorities, in comparison to nine percent in 1974, and 11 percent in this position in 1981-82.

The percentage in each minority group fluctuated from year to year. Generalizations are not advised because the numbers involved are quite small.

The representation of women and minorities in the principalship show a different picture when one categorizes the position into two levels: the elementary school principal, and the middle and secondary school principal. Women were highly represented among elementary school principals, and much less so among middle and secondary school principals. There were 25 states that reported sex data in 1984-85 on 26,584 elementary school principals. Of these, 6,707 or 25 percent were women. Among middle and secondary school principals, data from 27 states revealed that based on a total of 14,224, there were 1,176 or 8.3 percent women (Tables 8-9).

Racial/ethnic minorities on the other hand were more equally represented in each category of the principalship. Racial/ethnic minorities comprised 14 percent of elementary school principals reported by 19 states. Blacks comprised the highest number, or 8.9 percent. Hispanic principals represented 3.9 percent of those reported, Asians half a percent, and American Indians 0.4 percent.

Among secondary school principals, 7.8 percent were Black, and 2.5 percent were Hispanic. Asians and American Indians comprised less than half a percent.

Table 3

Racial/Ethnic and Sex
Distribution of Deputy/Assistant/Associate
School Superintendents
1984-85

Ethnicity	Male		Female		Total	
	No.	%	No.	%	No.	%
American Indian	7	.2	2	.1	9	.2
Asian/Pacific Islander	17	.4	5	.1	22	.5
Black	195	4.9	66	.6	261	6.5
Hispanic	56	1.4	15	.4	71	1.8
White	3143	78.3	510	12.7	3653	91.0

Total dep./asst./asso. supts. in sample with both racial/ethnic and sex data: 4016 from 21 states.

Total male dep./asst.asso. superintendents in sample: 4088 (84.5%)

Total female dep./asst.asso. superintendents in sample: 748 (15.5%)

Total Sample: 4836

Number of states that furnished sex data: 29

Note: Percentages in columns are based on total number of deputy/assistant/associate school superintendents in sample with both racial/ethnic and sex data.

Table 3A

Racial/Ethnicity and Sex
Distribution of
Deputy/Assistant/Associate School Superintendents
1981-82

Ethnicity	Male		Female		Total	
	No.	%	No.	%	No.	%
American Indian	4	0.1	0	0	0	0.1
Asian/Pacific Islander	16	0.5	4	0.1	20	0.6
Black	164	5.3	36	1.2	200	6.5
Hispanic	101	3.3	8	0.4	71	3.6
White	2545	82.3	216	7.0	2761	89.3

Total dep./asst./asso. supts. in sample with both racial/ethnic and sex data: 3094 from 23 states.

Total male dep./asst.asso. superintendents in sample: 4749 (91%)

Total female dep./asst.asso. superintendents in sample: 480 (9%)

Total Sample: 5229

Number of states that furnished sex data: 41 states and Washington, D.C.

Note: Percentages in columns are based on total number of deputy/assistant/associate school superintendents in sample with both racial/ethnic and sex data.

Table 4

Representation of Women in
Associate/Deputy and Assistant Superintendency
1970-85

Survey Date	Source	Percentage	Sample Size
1984-85	AASA	15.5	4836 (29 states)
1981-82	AASA-AWARE (1982)	9.0	5229 (41 states and D.C.)
1980	McCarthy & Zent (1980)	8.0	85 (46 districts)
1972-73	NEA (1973)	5.0	6090
1970-1971	NEA (1971)	3.0	5133 (estimated)

WOMEN IN THE ASSISTANT SUPERINTENDENCY

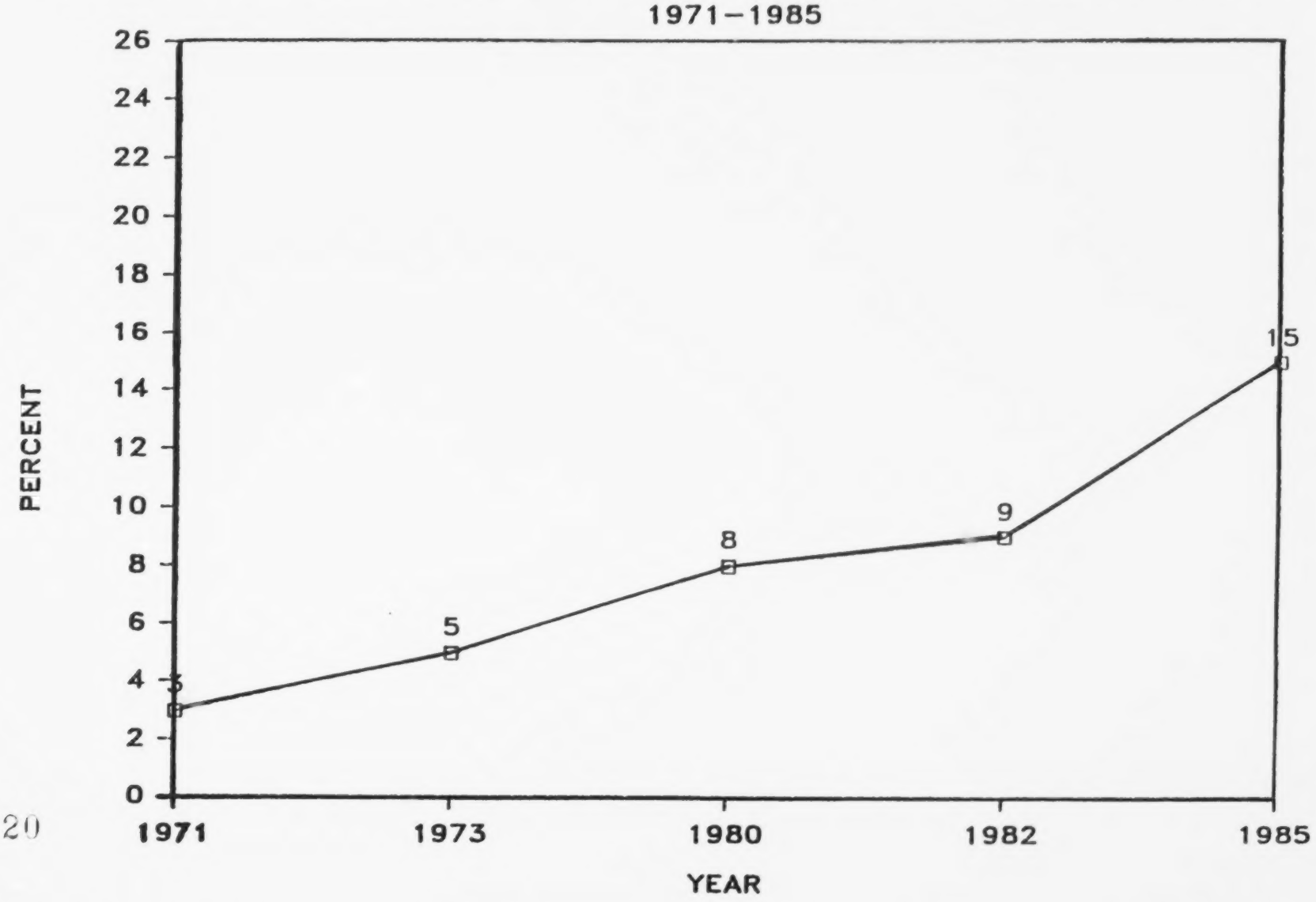

FIGURE 2

Table 5

Racial/Ethnic and Sex
Distribution of School Principals
1984-85

Ethnicity	Male		Female		Total	
	No.	%	No.	%	No.	%
American Indian	27	0.12	15	.07	42	.19
Asian/Pacific Islander	264	1.20	91	.41	355	1.61
Black	1345	6.12	807	3.67	2152	9.79
Hispanic	733	3.34	386	1.76	1119	5.10
White	14706	66.92	3600	16.38	18306	83.30

Total school principals in sample with both ethnicity and sex data: 21974 from 23 states.

Total male school principals in sample: 22466 (78.64%)

Total female school principals in sample: 6102 (21.36%)

Total Sample: 28568

Number of states that furnished sex data: 29

Note: Percentages in columns are based on total number of school principals in sample with both ethnicity and sex data.

Table 6

Representation of Women in the School Principalship
1968-85

Survey Date	Source	%	Sample Size
1984-85	AASA	21	28568 (29 states)
1981-82	AASA-AWARE (1982)	16	62427 (41 states and D.C.)
1979	EEOC (1979)	15	67262 (6816 districts)
1978	EEOC (1978)	14.00	66532 (7984 districts)
1976	EEOC (1976)	13.00	NA
1974	EEOC (1974)	13.00	70455 (6948 districts)
1972-73	NEA (1973)	13	NA
1970-71	NEA (1971)	15	NA
1968	Smith, et. al. (1968)	22	NA

NA = Sample size not available.

Table 7
Racial/Ethnic and Sex Representation in the Principalship
1974-85

Survey Date	Source	White Male	White Female	American Indian Male	American Indian Female	Asian Male	Asian Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Sample Size
1984-85	AASA	66.92	16.38	0.12	0.07	1.20	0.41	6.12	3.67	3.34	1.76	21974 (23 states)
1981-82	AASA-AWARE (1982)	75.4	12.5	0.3	0.05	0.5	0.1	5.2	2.5	2.8	0.6	43008 (28 states and D.C.)
1979	EEOC (1979)	77.3	11.7	0.3	0.1	0.2	0.1	6.1	2.6	1.4	0.3	67262 (6816 districts & 64,253 schools)
1978	EEOC (1978)	78.2	11.0	0.3	0.1	0.1	0.1	5.7	2.6	1.4	0.3	66530 (7984 districts & 64863 schools)
1975	EEOC (1975)	79.8	10.4	0.3	0.05	0.1	0.05	5.8	2.2	1.1	0.2	72285 (7248 districts & 69439 schools)
1974	EEOC (1974)	80.3	10.4	0.3	0.05	0.1	0.05	5.7	2.0	1.0	0.1	70455 (6948 districts)

WOMEN IN THE PRINCIPALSHIP

1968–1985

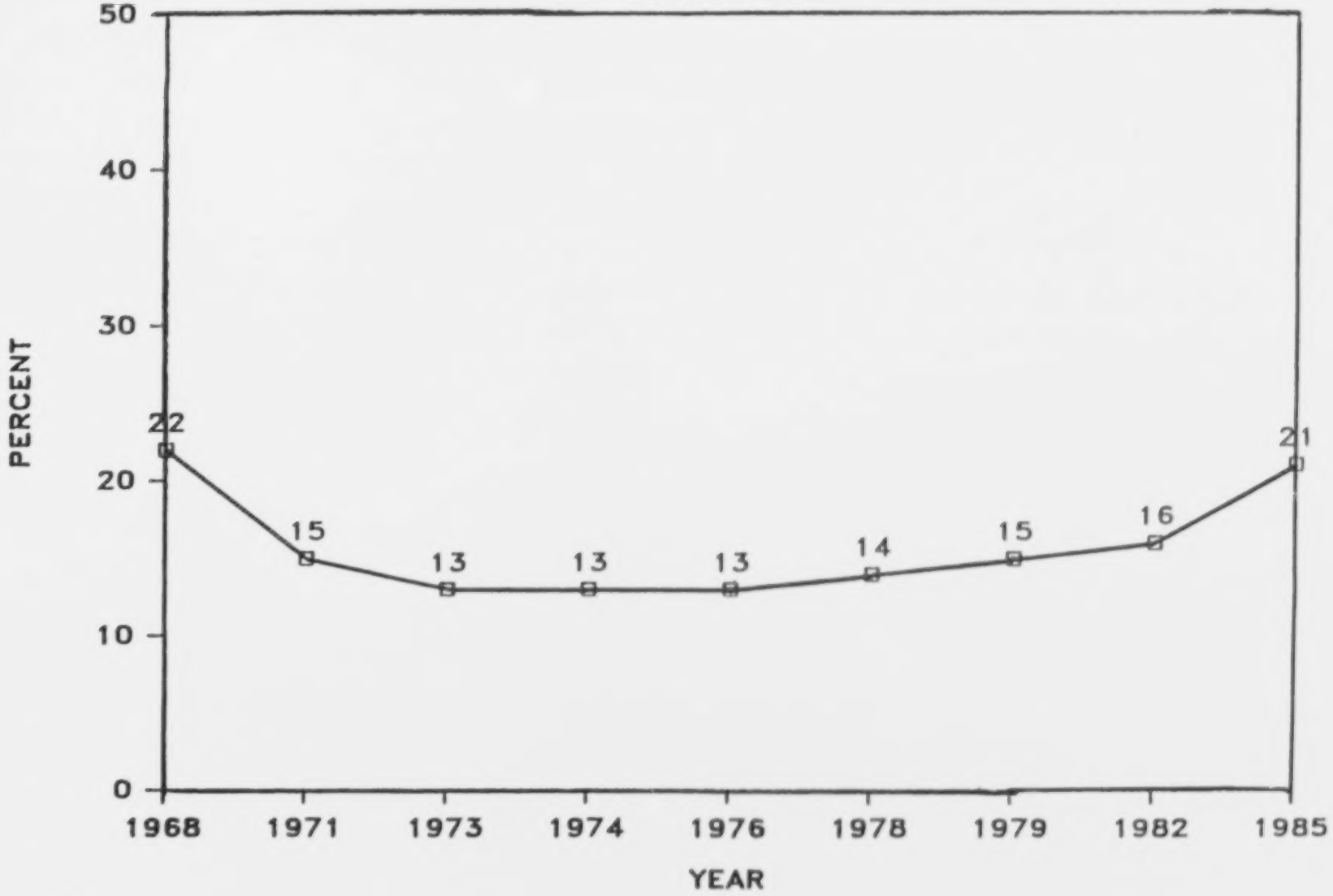

FIGURE 3

Table 8

Racial/Ethnic and Sex Distribution
of Elementary School Principals
(1984-85)

Ethnicity	Male		Female		Total	
	No.	%	No.	%	No.	%
American Indian	59	.25	24	.1	83	.4
Asian/Pacific Is.	58	.25	55	.24	113	.5
Black	1118	4.88	920	4.0	2038	8.89
Hispanic	580	1.5	315	1.37	895	3.9
White	15286	66.7	4487	19.5	19773	86.3

Total elementary school principals with both ethnicity and sex data: 22902 from 19 states.

Total male in sample: 19877 (74.77%)

Total female in sample: 6707 (25.22%)

Total sample: 26584

Number of states that furnished sex data : 25 states.

Table 9

Racial/Ethnic and Sex Distribution
of Secondary School Principals
(1984-85)

Ethnicity	Male		Female		Total	
	No.	%	No.	%	No.	%
American Indian	40	.3	6	.1	46	.38
Asian/Pacific Islander	14	.1	6	.1	20	.16
Black	758	6.39	173	1.4	931	7.85
Hispanic	265	2.2	37	.3	302	2.54
White	9750	82.2	803	6.77	10553	89.0

Total secondary principals school with both ethnicity and sex data: 11852 from 20 states

Total male in sample : 13048 (91.73%)

Total female in sample: 1176 (8.26%)

Total Sample: 14224

Number of states that furnished sex data: 27 states.

Women and Minorities In Administrative and Supervisory Positions

The current survey, in addition to collecting data for specific positions, also attempted to determine women and minority representation in the combination of administrative and supervisory positions in school districts throughout the nation. States were requested to report data for school administrators in general in their respective states. School administrators were defined to include superintendents; assistant, deputy, associate, and area superintendents; central office administrators like curriculum directors, personnel directors, supervisors, and similar level administrative officers; area office administrators; building administrators or principals; and assistant principals.

It is in this general category of school administrators that classifications and reporting methods varied widely among the states. Although 33 states and Washington, D.C. reported sex data, and 29 states reported data on minorities, many gathered and reported data on incomplete listings of the school administrators as defined in the survey. However, this survey did follow categorizations of school administrators in its past surveys, and EEOC's classification.

The percentage of women school administrators, as reported by the 34 jurisdictions, was 26 percent and not much different from the 1981-82 figure of 25 percent. Thus, it seems that women school administrators' numbers stayed at about the same level since 1980, while the largest increase also occurred during that year (Tables 10-11).

Racial minorities represented about 14 percent of the school administrator population in 1984-85, compared to 13 percent in 1981-82. Black school administrators were 9 percent of the total in 1984-85 and 8 percent of the total in 1981-82. Hispanics represented about 3 percent of the total, Asian/Pacific Islanders 1 percent, and American Indians less than half a percent in both 1984-85 and 1981-82 surveys. The small percentages by sex within minority groups preclude further generalizations of trends within these subgroups. In summary, data from both years indicate a slight increase in the representation of minorities in administrative and supervisory positions.

Table 10

Racial/Ethnic and Sex
Distribution of School Administrators
1984-85

Ethnicity	Male No.	Male %	Female No.	Female %	Total No.	Total %
American Indian	266	0.26	127	0.12	393	0.38
Asian/Pacific Islander	614	0.60	418	0.41	1032	1.01
Black	5154	5.07	4103	4.04	9257	9.11
Hispanic	2525	2.48	1232	1.21	3757	3.69
White	65929	64.85	21301	20.95	87230	85.80

Total school administrators in sample with both ethnicity and sex data: 101669 from 29 states.

Total male school administrators in sample: 80234 (73.78%)

Total female school administrators in sample: 28507 (26.22%)

Total Sample: 108741

Number of states that furnished sex data: 33 states and Washington, D.C.

Note: Percentages in columns are based on total number of school principals in sample with both ethnicity and sex data.

Table 10A

Racial/Ethnic and Sex
Distribution of School Administrators
1981-82

Ethnicity	Male No.	Male %	Female No.	Female %	Total No.	Total %
American Indian	164	0.2	62	0.1	226	0.3
Asian/Pacific Islander	477	0.6	217	0.2	694	1.8
Black	4342	5.0	3091	3.0	7433	8.0
Hispanic	1917	2.2	1677	0.8	2594	3.0
White	58207	68.2	16154	18.9	74361	87.1

Total school administrators in sample with both ethnicity and sex data: 21974 from 23 states.

Total male school administrators in sample: 99208 (75.%)

Total female school administrators in sample: 32842 (25%)

Number of states that furnished sex data: 33 states and Washington, D.C.

Note: Percentages in columns are based on total number of school principals in sample with both ethnicity and sex data.

Table 11

Representation of Women in
Supervisory or Administrative Positions
1910-85

Survey Date	Source	%	Sample Size
1984-85	AASA	26	108741 (33 states & D.C)
1981-82	AASA-AWARE (1982)	25	132050 (40 states & D.C.)
1980	McCarthy & Zent (1982)	25	46 Districts
1979	NCES (1979)	13	NA
1979	EEOC (1979)	20	44944
1978	EEOC (1978)	18	42850 (7984 districts)
1976-77	NCES (1977)	18	135454 (41 states)
1976	EEOC (1976)	15	NA
1974	EEOC (1974)	14	38990 (6948 districts)
1972-73	NEA (1973)	35	48488 (estimated)
1910-30	Howard (1980)	50	NA

NA = Sample size not available.

WOMEN IN ADMINISTRATIVE POSITIONS

1973–1985

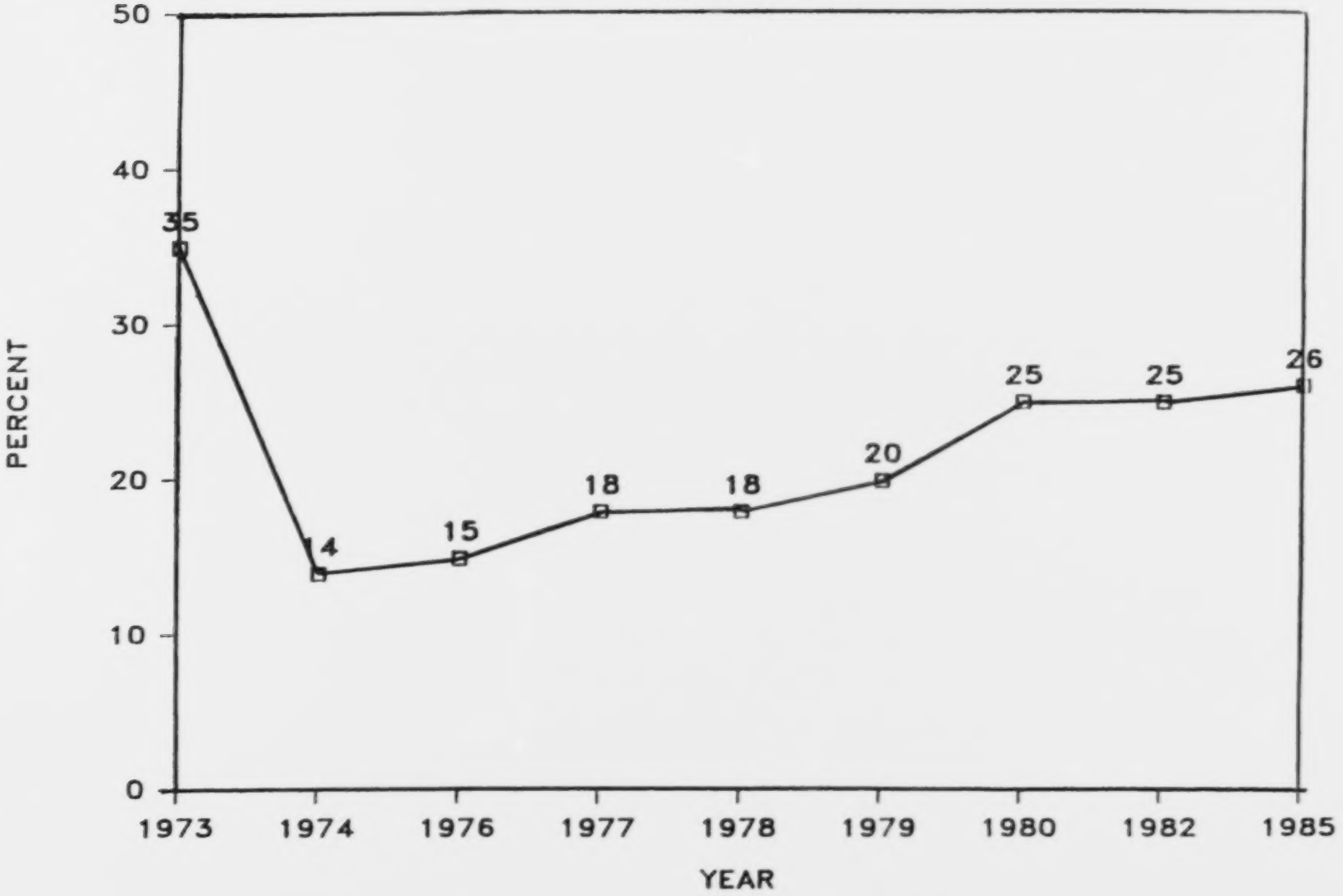

FIGURE 4

Conclusion

Overall, the 1984-85 study supported claims that women and minorities are gaining superintendent and assistant positions nationwide. On the other end, the principalship, the survey also showed gains by both groups. However, the results also showed no growth in the pool from which superintendents are selected, e.g. assistant superintendents and central and area office administrators.

On a nationwide basis there were significant changes or improvements in data collection and reporting. For example, data are collected in a more standard manner across the nation. The number of states that collected data remained at about the same levels in comparison to 1981-82. In several instances, however, the number of states collecting data for a specific position declined. States with no data frequently stated that they did not collect them on a statewide basis. The implication is that in order to gather more complete information, future surveys will need to be conducted at the district level.

APPENDIX

States That Reported Number of Women School Superintendents

Northeast

Connecticut
Maine
New Hampshire
New Jersey
New York
Pennsylvania

North Central

Idaho
Illinois
Iowa
Kansas
Michigan
Missouri
Nebraska
North Dakota
Ohio
South Dakota

South

Alabama
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
West Virginia

West

Alaska
Arizona
California
Colorado
Hawaii
Montana
Nevada
New Mexico
Oregon
Washington
Wyoming

States That Reported Racial/Ethnic Background Within Sex of School Superintendents

Northeast

Connecticut
Maine
New Jersey
Pennsylvania

North Central

Idaho
Illinois
Iowa
Nebraska
North Dakota
Ohio

South

Alabama
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
Oklahoma
South Carolina
Tennessee
Texas
West Virginia

West

Alaska
Arizona
California
Colorado
Hawaii
Montana
Nevada
New Mexico
Oregon
Washington

States That Reported Number of Women Deputy/Assistant/Associate School Superintendents

Northeast

Connecticut	New Hampshire	Pennsylvania
Maine	New Jersey	

North Central

Idaho	Kansas	North Dakota
Illinois	Missouri	Ohio
Iowa	Nebraska	South Dakota

South

Delaware	Oklahoma	Texas
Florida	South Carolina	West Virginia
Kentucky	Tennessee	

West

Alaska	Montana	Wyoming
Colorado	Nevada	
Hawaii	Oregon	

States That Reported Racial/Ethnic Background Within Sex of Deputy/Assistant/Associate School Superintendent

Northeast

Connecticut	New Jersey	Pennsylvania

North Central

Idaho	Kansas	Ohio
Illinois	Nebraska	South Dakota
Iowa	North Dakota	

South

Delaware	Kentucky	South Carolina
Florida	Oklahoma	Tennessee

West

Alaska	Hawaii	Nevada
Colorado		

States That Reported Number of Women School Principals

Northeast

Connecticut
Maine
New Hampshire
Pennsylvania

North Central

Idaho
Illinois
Iowa
Kansas
Nebraska
Ohio
South Dakota

South

Florida
Georgia
Kentucky
Maryland
Mississippi
North Carolina
South Carolina
Texas
West Virginia

West

Alaska
Arizona
California
Colorado
Hawaii
Montana
Nevada
Oregon
Wisconsin

States That Reported Racial/Ethnic Background Within Sex of School Principals

Northeast

Connecticut
Maine
Pennsylvania

North Central

Idaho
Illinois
Iowa
North Dakota
Ohio
South Dakota

South

Florida
Georgia
Kentucky
Maryland
South Carolina
Texas

West

Alaska
Arizona
California
Colorado
Hawaii
Montana
Nevada
Wisconsin

States That Reported Number of Women Elementary School Principals

Northeast

Connecticut
New Hampshire
New Jersey
Pennsylvania

North Central

Idaho
Illinois
Kansas
Missouri
Nebraska
North Dakota
Ohio
South Dakota

South

Delaware
Florida
Oklahoma
South Carolina
Tennessee
Texas
West Virginia

West

California
Colorado
Montana
Nevada
Oregon
Wyoming

States That Reported Racial/Ethnic Background Within Sex of Elementary School Principals

Northeast

Connecticut
New Jersey
Pennsylvania

North Central

Idaho
Illinois
Nebraska
North Dakota
Ohio
South Dakota

South

Delaware
Florida
Oklahoma
South Carolina
Tennessee
Texas

West

California
Colorado
Nevada
Oregon

States That Reported Number of Women Secondary School Principals

Northeast

Connecticut
New Hampshire
New Jersey
Pennsylvania

North Central

Idaho
Illinois
Kansas
Missouri
Nebraska
North Dakota
Ohio
South Dakota

South

Delaware
Florida
Louisiana
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

West

California
Colorado
Montana
Nevada
Oregon
Wyoming

States That Reported Racial/Ethnic Background Within Sex of Secondary School Principals

Northeast

Connecticut
New Jersey
Pennsylvania

North Central

Idaho
Illinois
Nebraska
North Dakota
Ohio
South Dakota

South

Delaware
Florida
Louisiana
Oklahoma
South Carolina
Tennessee
Texas

West

California
Colorado
Nevada
Oregon

States That Reported Number of Women School Administrators

Northeast

Connecticut	New Jersey	Pennsylvania
Maine		

North Central

Idaho	Kansas	North Dakota
Illinois	Missouri	Ohio
Iowa	Nebraska	South Dakota

South

Delaware	Kentucky	South Carolina
District of Columbia	Maryland	Tennessee
Florida	North Carolina	Texas
Georgia	Oklahoma	

West

Arizona	Hawaii	Oregon
California	Montana	Wisconsin
Colorado	Nevada	Wyoming

States That Reported Racial/Ethnic Background Within Sex of School Administrators

Northeast

Connecticut	New Jersey	Pennsylvania
Maine		

North Central

Idaho	Iowa	North Dakota
Illinois	Nebraska	Ohio

South

Delaware	Kentucky	Tennessee
District of Columbia	Maryland	Texas
Florida	Oklahoma	
Georgia	South Carolina	

West

Arizona	Hawaii	Oregon
California	Montana	Wisconsin
Colorado	Nevada	

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